



# FY-05 Chief Petty Officer Selection Board



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# The secret to getting selected

Sustained Superior Performance!

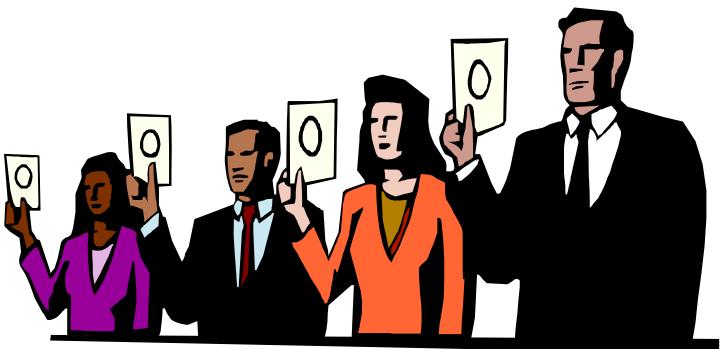


- Demonstrated Leadership/Supervision
- Mentorship
- Readiness to accept responsibility
- Sea/Shore Rotation
- Arduous Duty
- Sailorization
- Education
- Command/Community Involvement

# Sustain Superior

# Performance

What is sustain superior performance?



- Basically, it's your proven performance over your entire career. (Selection boards review the last five years of evaluations/fitreps) **THE SINGLE MOST IMPORTANT FACTOR TO THE SELECTION BOARD**
- Standing out among your seniors and peers.
- Consistently breaking out among your peers. Ranking within your peer group.
- Your performance must be superior in all respects. (i.e. Professional Knowledge, Performance, Mentorship, Developing Sailors, Diversity in job assignments, etc)

# Demonstrated Leadership



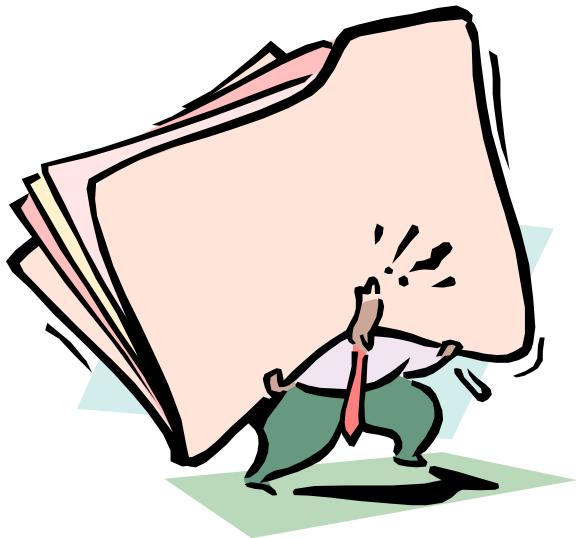
- Leading Petty Officer/Work center supervisor at sea!
- Taking the hard job/duty assignments
- Diversity in job assignments  
(i.e., Maintenance Control Supervisor/Line LPO/QA/DET LPO/Work Center/QAR/Phase Coordinator/Shift Supervisor)
- Safe for flight qualified!

# Mentorship

- What is mentorship?
- Sailor's taking care of Sailors!
- Developing your relief for the future of the Navy is the big navy goal here!
- Development of our Sailors must start at boot camp and throughout their naval careers.
- Taking your new airman/seaman/Petty Officer and developing them to be work center supervisors/Collateral Duty Inspectors (CDI), Quality Assurance Inspector's/advisors, etc.
- Taking the time to learn about your Sailor and his/her family.
- Their goals and desires during their naval career.
- Planning and developing a long and short term goals for each Sailor is vital to their development and future career's in the naval service.



# Readiness to accept responsibility



- Command Level/Divisional Level
- Drug and Alcohol Program Advisor
- Urinalysis Coordinator
- Senior Section Leader
- Command Financial Specialist
- Warfare Coordinator
- Command Managed Equal Opportunity (CMEO)
- Senior Enlisted Watchbill Coordinator
- Sponsor Coordinator
- Command Indoctrination Coordinator
- Air Wing Damage Control Training Team (DCTT)

# Sea/Shore Rotation

- This is the second most important requirement when it comes to selection boards, you ask why? *Because you must remain competitive with your contemporaries!*
- Sea Duty is critical to your selection to chief! A good sea/shore rotation as prescribed by your Prescribed Sea Tour (PST). Some rates are more sea intensive than others but to complete, you must take the hard duty (Sea duty, whether it's a ship's company tour, forward deployed squadron, at-sea staff duty, or isolated duty)
- Shore duty assignments. Taking the hard shore assignments will only enhance your chances at being selected. What do I mean, it's simple, if you take orders to let's say the Fleet Replacement Squadron (RAG) vice a shore staff assignment, more weight would be given to the RAG assignment because of the detachments to the Carrier for Carrier Qualification of the new Pilots/Naval Flight Officers, in addition to detachments to Fallon/New Mexico, etc....



More challenging shore duty assignments, include Recruiting Duty, Recruit Company Commander, Instructor Duty.

# Sea/Shore Rotation

Taking advantage of your duty assignments is a must. No matter where you are currently assigned you must take advantage of the opportunities available to you. What do I mean you ask?

If you are assigned to NAMTRA as an instructor, it's a must that you obtain your Master Training Specialist certification (MTS), if you are on Recruiting Duty, you must obtain the Recruiter in Charge title vice just a Recruiter. A successful tour of recruiting will not only demonstrate you can handle a challenge but that you will receive credit for obtaining new Sailors for our navy.

If you are assigned to the Training Squadron, you must take the leadership assignment, take detachment's as the LPO in charge, etc...

Sea Duty assignments, Again, obtain the maximum certifications, safe for flight, maintenance control , quality assurance, work center supervisor, etc...



**REMEMBER**, you must be competitive with your peers! If you are not in the game, then you aren't going to get selected. Take advantage of every opportunity, don't pass up the challenge!

# Arduous Duty Assignments

Forward Deployed Sea Duty:

Atsugi, Japan; Yokosuka, Japan;  
Geata, Italy and Naples, Italy.

- Oversea's Assignments:  
GITMO, Diego Garcia, La Madd,  
Spain, Rota, Spain, Keflavik,  
Iceland, Bahrain, Afghanistan and  
Iraqi



Why is more consideration giving to the above duty station? **Because, these units are forward deployed units in a host country. Their deployment schedule is four months out, then one or two month(s) in homeport and then its back out for four months... This is what it means to be the "Tip of Spear!"**

# Sailorization

- What is Sailorization?

Sailorization can be summed up in one phrase  
“It’s taking care of our own!”

Recruiters, Recruit Company Commanders, “A” school Instructor, NAMTRA Instructor, Fleet Replacement Squadron instructor all play a major role in the development of our Sailors.



You are the single most influence on our Sailors, consider yourself a “Role Model” whether you want to be or not!

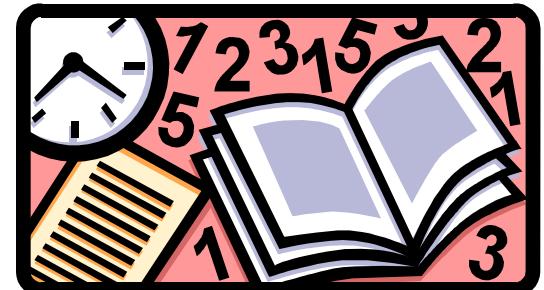
Sailors need to be developed, trained, and mentored to become our future leaders.

You must always remember, the Sailors you are your are entrusted with are our future relief's!

If you start them off on the right path, then we will not only retain our best trained, most versatile, but it will ensure our brightest hope for the future of our great Navy.



# Education



- Why is education important?
- Simply put, you must stay up with the times.
- Your Sailors are more educated than when you first joined the navy.
- The future navy will require our Chief's to hold a minimum of a Associate's degree, a Senior Chief will be required to hold a Bachelor's degree and Master Chief will be required to hold a Master's degree!
- Have you planned ahead for your future? The future is now, you must not only be competitive with your peers but you must now be on the same level as your Division Officer, Department Head and Commanding Officer! This is the future of the navy.
- It comes down to simply planning for your future, whether it be in the navy or civilian community, competition will challenge you at every turn. Employer's will only hire the best qualified for the job, the navy is no different. We want well educated leaders for our future Navy.

# Command/Community

## Involvement

- Command Involvement

- Command Financial Specialist (CFS)
- Warfare Coordinator (ESWS/EAWS)
- Command Fitness Coordinator (CFC)
- Senior Watch bill/Section Leader/Coordinator
- Drug and Alcohol Program Advisor (DAPA)
- Sexual Assault Victim Advocate (SAVI)

- Community Involvement

- Youth Sports (Baseball, Football, Soccer, Hockey, etc...)
- Partnership in Education (Tutoring Elementary, Middle, High School)
- Church involvement (Lay Ministers, readers, Sunday School Teachers, Mentors, etc...)
- Blood Drives, Meals on Wheels, Fundraisers, etc....





# Detractors



- Poor Sea/Shore rotation
- Not taking the Hard job/Leadership role
- Not developing yourself or your Sailors
- No warfare qualifications (if you had the opportunity you must qualify)
- Driving under the Influence or Driving while intoxicated (DUI/DWI) within the last five years.
- Physical Readiness Failure
  - Not within Standards
  - Failed to pass any part of the physical fitness test

( Remember, the board reviews the last five years of your record).

(More next slide)



# More Detractors

- Poor Ranking/Performance

- No ranking among your peer group
- No clear breakout among your peer group
- No consistency in performance (Middle of the road or lack of sustained superior performance)

- Inconsistency of summary groups. (i.e. Summary group list only 10 1<sup>st</sup> classes for the command but in the Summary block (Comment's section) it states you are #1 of 65 1<sup>st</sup> classes within the command. Remember, Master Chief's on the board can count!

Don't over inflate the numbers, be honest and upfront, if you are number one in a large group great, if not, the board will understand. Remember, the experience of the board, we have knowledge of command manning sizes for whatever command you are assigned to.



*Don't drop the ball!*

# Enhancers

- General Traits the board looks for:

**Diverse sea/shore assignments, Warfare Qualified, Strong Peer Breakout, Arduous Duty assignments, Strong CO/Command Recommendation for promotion to CPO. Strong Leadership Traits, Strong write up to support recommendation.**

## Enhancers:

**Diverse Sea/Shore Rotation** - You must rotate to your shore or sea assignment at your prescribed times. Remember, to choose the challenge assignment vice the easy assignments.

**Demonstrated Performance as an E6** - The board is looking for leadership at sea!  
Most selected had at least one successful tour at sea as an LPO.

### **Consistently Strong CO/Command Recommendation**

- Most selectee's had strong CO/Command recommendation as far back as E-5s.



# more Enhancers

## **Board looked favorable on CO's comments such as:**

"I want this outstanding Petty Officer in my Chief's mess now!"

"Would be a welcome addition to my Chief's mess"

"If you only can pick one AEC, this is your choice!"

"A future Maintenance Master Chief in the making!"

"Make him a Chief today, don't let this young Sailor wait another year, Make him a Chief today!"

## **Strong Leadership positions at sea:**

Work center supervisor, Line Leading Petty Officer, Maintenance Control, etc..

## **Strong Peer Breakout on evaluations:**

My #1 of 24 Extremely outstanding First Class Petty Officers

My #3 of 24 outstanding MP's would be an EP on the next evaluation!

**Breakouts among large groups carried more weight then the 1 of 1 or 1 of**



# Selection Board Packages

- What not to send to the selection board for consideration:
  - Your entire service record.
  - Your leave papers
  - Child Care License
  - Foster Care License
  - Foster Family License
  - All your letter of Appreciation's from your entire career
  - Evaluation's older than five years! It's ok to send the latest evaluation.



Remember, to order your CD Rom copy of your service record for review.

# Questions??

